

Characteristics for Successful Engineering Candidate at ROBLOX

- **VALUES ALIGNMENT**

- **TECHNICAL COMPETENCE**

- **AT LEAST ONE OF THESE:**

1. BS in Comp Sci, Engineering, or Math from top University
 - a. USA: Top __ University or Top __ Engineering School (US News and World Reports)
 - b. India, China, Russia, Canada: Top 10 University
 - c. Other Country: Top 3 University
2. Demonstration of personal initiative or DIY above and beyond projects at School. Doesn't have to necessarily be directly related to programming.
Examples:
 - a. Started a company
 - b. Captain of college debate team
 - c. Eagle Scout or Gold Award recipient (Girl Scouts)
 - d. Personal research or project that is cutting edge, not just rubber stamp
 - e. Highly ranked chess player
 - f. Wrote and published their own game and it's GOOD
 - g. A decade of experience in English riding, lacrosse, piano, ...
 - h. A personal github repository demonstrating breadth, depth, curiosity, passion
 - i. Example from their life of overcoming great adversity
3. Recommended from a ROBLOX employee
4. Top 400 ROBLOX developer
 - a. All networking/passive candidates get coffee with David
 - b. All active candidates are guaranteed to interview with Adam or Jared, Keith, David
5. Recent **success** at a highly relevant company that shows passion and interest
 - a. Consumer software used by millions
 - b. Gaming, 3D, Education, Virtual reality, Engineering, Entertainment
 - c. Platforms
 - d.

- **NONE OF THESE**

1. Were they laid off from a great company? If so, why? Sometimes downsizings catch great people. Most of the time they don't.
2. Many, many jobs with stints averaging less than two years.
3. Web engineers with a long history of working at insurance companies, consumer banking (but yes to high speed, high volume financial systems), or low-scale internally facing portals